



## FIRST ITEM ON THE AGENDA

**Follow-up to the recommendations  
of the Working Party****(b) Information note on the progress of work  
and decisions taken concerning the  
revision of standards****Contents**

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## Introduction

1. In accordance with the request by the Working Party on Policy regarding the Revision of Standards, the Office has been regularly preparing and updating an information note on the progress of work and decisions taken concerning the revision of standards. This updated information note takes into account the decisions of the Governing Body through its 279th Session (November 2000).
2. The setting up of a Working Party on Policy regarding the Revision of Standards was approved by the Governing Body at its 262nd Session (March-April 1995).<sup>1</sup> This decision was taken following the discussions on standard-setting policy at the International Labour Conference in 1994. The Working Party has held 11 meetings (November 1995, March and November 1996, March and November 1997, March and November 1998, March and November 1999, March and November 2000). It has formulated a significant number of proposals that have been unanimously approved by the Committee on Legal Issues and International Labour Standards (LILS Committee) and the Governing Body. This note reviews the decisions taken thus far by the Governing Body, in order *to inform* the technical and regional departments, the external offices and the multidisciplinary teams, and *to guide them in the development of follow-up measures that the Governing Body decisions require*.
3. The Working Party has now almost concluded the case-by-case examination of the Conventions and Recommendations. Decisions have been taken by the Governing Body on 176 Conventions and 186 Recommendations.<sup>2</sup> Information on Governing Body decisions is presented below in a systematic and concise manner. Following adoption by the Governing Body at its 279th Session (November 2000) of the integrated approach to the standards-related activities of the ILO,<sup>3</sup> the Office proposes a new presentation of this information note, which will focus on families of standards rather than types of decisions with the aim of offering the reader an overview of the status of the different standards existing for a given field. The Office will submit the proposed new format of the information note to the Working Party at a later stage.

<sup>1</sup> The mandate of the Working Party is annexed to GB.267/LILS/WP/PRS/2.

<sup>2</sup> The text of the decisions appears in GB.264/9/2, GB.265/8/2, GB.267/9/2, GB.268/8/2, GB.270/9/2, GB.271/11/2, GB.273/8/2, GB.274/10/2, GB.276/10/2 and GB.277/11/2. The factual background and analysis of the Conventions examined are contained in GB.265/LILS/WP/PRS/1, GB.267/LILS/WP/PRS/2, GB.268/LILS/WP/PRS/1, GB.270/LILS/WP/PRS/2, GB.271/LILS/WP/PRS/1, GB.271/LILS/WP/PRS/2, GB.271/4/2, GB.273/LILS/WP/PRS/2, and GB.273/LILS/WP/PRS/4, GB.274/LILS/WP/PRS/2, GB.274/LILS/WP/PRS/3, GB.276/LILS/WP/PRS/4, GB.277/LILS/WP/PRS/1/2, GB.277/LILS/WP/PRS/2, GB.277/LILS/WP/PRS/3/1, GB.277/LILS/WP/PRS/4, GB.279/WP/PRS/1/1, GB.279/LILS/WP/PRS/1/2 and GB.279/LILS/WP/PRS/4.

<sup>3</sup> Document GB.279/4.

## I. Decisions concerning international labour Conventions

### 1. Conventions on fundamental rights at work and priority Conventions

4. The Governing Body has confirmed the central role of 12 Conventions within the ILO standards system. It considers that these Conventions remain fully relevant and up to date.
5. The Governing Body decided in 1993<sup>4</sup> that detailed reports on the application of the Conventions would be requested every two years for examination by the Committee of Experts on the Application of Conventions and Recommendations.

#### A. *Eight Conventions on fundamental rights at work*

Subject-matter	Conventions proposed for ratification
Freedom of association	Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) Right to Organise and Collective Bargaining Convention, 1949 (No. 98)
Forced labour	Forced Labour Convention, 1930 (No. 29) Abolition of Forced Labour Convention, 1957 (No. 105)
Non-discrimination	Equal Remuneration Convention, 1951 (No. 100) Discrimination (Employment and Occupation) Convention, 1958 (No. 111)
Child labour	Minimum Age Convention, 1973 (No. 138) Worst Forms of Child Labour Convention, 1999 (No. 182)

6. The Governing Body decision strengthens the essential role and function of these Conventions. The principles and rights contained in these Conventions are the substance of the ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up. A ratification campaign is under way aiming at the universal ratification of these Conventions.

#### B. *Four priority Conventions*

Subject-matter	Conventions proposed for ratification
Employment policy	Employment Policy Convention, 1964 (No. 122)
Labour inspection	Labour Inspection Convention, 1947 (No. 81) Labour Inspection (Agriculture) Convention, 1969 (No. 129)
Tripartite consultation	Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)

<sup>4</sup> Document GB.258/6/19, Annex I.

## 2. Decisions to revise

7. The Governing Body considered that a certain number of Conventions could be revised. Among them, the Maternity Protection Convention (Revised), 1952 (No. 103), and its accompanying Recommendation (No. 95) were revised during the 88th Session (2000) of the Conference. This procedure resulted in the adoption of the Maternity Protection Convention, 2000 (No. 183), and its accompanying Recommendation (No. 191). To date proposals for revision exist with respect to 21 Conventions.

### A. Nineteen proposals are final

Subject-matter	Conventions to be revised
Hours of work	Hours of Work and Rest Periods (Road Transport) Convention, 1979 (No. 153)
Occupational safety and health <sup>5</sup>	White Lead (Painting) Convention, 1921 (No. 13) Marking of Weight (Packages Transported by Vessels) Convention, 1929 (No. 27) Guarding of Machinery Convention, 1963 (No. 119) Maximum Weight Convention, 1967 (No. 127) Benzene Convention, 1971 (No. 136)
Night work of children and young persons	Night Work of Young Persons (Industry) Convention, 1919 (No. 6) Night Work of Young Persons (Non-Industrial Occupations) Convention, 1946 (No. 79) Night Work of Young Persons (Industry) Convention (Revised), 1948 (No. 90)
Seafarers – Training and entry into employment	Seamen's Articles of Agreement Convention, 1926 (No. 22)
Seafarers – Conditions for admission to employment	Medical Examination of Young Persons (Sea) Convention, 1921 (No. 16) Medical Examination (Seafarers) Convention, 1946 (No. 73) <sup>6</sup>
Seafarers – Certificate of competence	Certification of Ships' Cooks Convention, 1946 (No. 69) Certification of Able Seamen Convention, 1946 (No. 74)
Seafarers – Safety, health and welfare	Food and Catering (Ships' Crews) Convention, 1946 (No. 68) Prevention of Accidents (Seafarers) Convention, 1970 (No. 134)
Fishermen	Medical Examination (Fishermen) Convention, 1959 (No. 113) Fishermen's Articles of Agreement Convention, 1959 (No. 114) Fishermen's Competency Certificates Convention, 1966 (No. 125)

<sup>5</sup> At its 279th Session (November 2000) the Governing Body included the implementation, on an experimental basis, of the integrated approach to ILO standards-related activities in the area of occupational safety and health in the shortlist of items for the agenda of the 91st Session (2003) of the Conference. The final agenda of the 91st Session of the Conference will be determined at the present session of the Governing Body. See document GB.280/2.

<sup>6</sup> The Governing Body decided that these Conventions would be included in the portfolio of proposals for the agenda of the International Labour Conference for joint revision.

**B. Two proposals are conditional**

Subject-matter	Conventions proposed for revision
Hours of work <sup>7</sup>	Sheet-Glass Works Convention, 1934 (No. 43) Reduction of Hours of Work (Glass-Bottle Works) Convention, 1935 (No. 49)

8. The Working Party has recommended that these two Conventions be included among the Conventions that might be revised should the Working Party recommend a revision of other Conventions dealing with hours of work and working conditions of shiftworkers.

**3. Promotion of the ratification of revised Conventions**

9. Revised Conventions have not always attracted a large number of ratifications, and in certain cases the older Conventions have remained in force. The Governing Body has decided to invite the States parties to the initial Conventions to contemplate ratifying the corresponding revised Convention and denouncing, at the same time, the previous Convention.<sup>8</sup>
10. The main concern of the Working Party has been to avoid a member State deciding on an immediate denunciation of a Convention while postponing, until an uncertain later date, the ratification of the corresponding recent Convention. In this regard, during the discussions in the Working Party, both the Employer and the Worker members stressed that these two measures (ratification/denunciation) together constituted a balanced action that should not be disrupted, and that they should be taken concurrently.
11. The Governing Body has also emphasized that the implementation of these decisions implied that the member States would engage in tripartite consultations, particularly taking into account the procedures provided for in the framework of the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144), and the Tripartite Consultation (Activities of the International Labour Organisation) Recommendation, 1976 (No. 152).
12. The Governing Body has decided accordingly for 44 older Conventions. In some cases, this invitation is accompanied by a request for information on the obstacles and difficulties encountered, if any, that might prevent or delay the ratification of the recent instruments.

<sup>7</sup> Conventions Nos. 43 and 49 have also been shelved by the Governing Body. See para. 30 below.

<sup>8</sup> The technical modalities for denunciation vary from one instrument to the other. Conventions incorporating the standard final provisions state that ratification of the revised Convention shall *ipso jure* involve the immediate denunciation of the former Convention. Where the Conference has decided otherwise, however, and for most of the Conventions adopted before 1929 that did not contain this provision, denunciation is not automatic. In such cases, technically the registration of a denunciation can only be made during a given period of time. However, the Governing Body wished to stress the political decision to be taken by the governments, in consultation with the social partners, and not on the technical modalities.

Subject-matter	Conventions proposed for ratification	Conventions proposed for denunciation
Employment services	Private Employment Agencies Convention, 1997 (No. 181) <sup>9</sup>	Fee-Charging Employment Agencies Convention, 1933 (No. 34)
Labour statistics	Labour Statistics Convention, 1985 (No. 160)	Convention concerning Statistics of Wages and Hours of Work, 1938 (No. 63)
Hours of work	Hours of Work and Rest Periods (Road Transport) Convention, 1979 (No. 153) <sup>10</sup>	Hours of Work and Rest Periods (Road Transport) Convention, 1939 (No. 67)
Paid leave	Holidays with Pay Convention (Revised), 1970 (No. 132) <sup>11</sup>	Holidays with Pay Convention, 1936 (No. 52) Holidays with Pay (Agriculture) Convention, 1952 (No. 101)
Social security	Employment Injury Benefits Convention, 1964 (No. 121) [Schedule I amended in 1980]	Workmen's Compensation (Accidents) Convention, 1925 (No. 17) Workmen's Compensation (Occupational Diseases) Convention, 1925 (No. 18) Workmen's Compensation (Occupational Diseases) Convention (Revised), 1934 (No. 42)
	Medical Care and Sickness Benefits Convention, 1969 (No. 130)	Sickness Insurance (Industry) Convention, 1927 (No. 24) Sickness Insurance (Agriculture) Convention, 1927 (No. 25)
	Invalidity, Old-Age and Survivors' Benefits Convention, 1967 (No. 128)	Old-Age Insurance (Industry, etc.) Convention, 1933 (No. 35) Old-Age Insurance (Agriculture) Convention, 1933 (No. 36) Invalidity Insurance (Industry, etc.) Convention, 1933 (No. 37) Invalidity Insurance (Agriculture) Convention, 1933 (No. 38) Survivors' Insurance (Industry, etc.) Convention, 1933 (No. 39) Survivors' Insurance (Agriculture) Convention, 1933 (No. 40)
	Employment Promotion and Protection against Unemployment Convention, 1988 (No. 168)	Unemployment Provision Convention, 1934 (No. 44)
	Maintenance of Social Security Rights Convention, 1982 (No. 157)	Maintenance of Migrants' Pension Rights Convention, 1935 (No. 48)

<sup>9</sup> The Governing Body has also invited the States parties to the Fee-Charging Employment Agencies Convention (Revised), 1949 (No. 96), to contemplate ratifying, as appropriate, the Private Employment Agencies Convention, 1997 (No. 181).

<sup>10</sup> The Governing Body has also decided the revision of the Hours of Work and Rest Periods (Road Transport) Convention, 1979 (No. 153). See above, para. 7.

<sup>11</sup> The Governing Body has also decided that the status quo should be maintained with respect to the Holidays with Pay Convention (Revised), 1970 (No. 132). See below, para. 39.

Subject-matter	Conventions proposed for ratification	Conventions proposed for denunciation
Occupational safety and health	Occupational Safety and Health (Dock Work) Convention, 1979 (No. 152)	Protection against Accidents (Dockers) Convention, 1929 (No. 28) Protection against Accidents (Dockers) Convention (Revised), 1932 (No. 32)
	Safety and Health in Construction Convention, 1988 (No. 167)	Safety Provisions (Building) Convention, 1937 (No. 62)
Night work of women <sup>12</sup>	Night Work (Women) Convention (Revised), 1948 [and Protocol, 1990] (No. 89), <i>or</i> Night Work Convention, 1990 (No. 171)	Night Work (Women) Convention, 1919 (No. 4), <i>and/or</i> Night Work (Women) Convention (Revised), 1934 (No. 41)
Minimum age	Minimum Age Convention, 1973 (No. 138) <sup>13</sup>	Minimum Age (Industry) Convention, 1919 (No. 5) Minimum Age (Agriculture) Convention, 1921 (No. 10) Minimum Age (Non-Industrial Employment) Convention, 1932 (No. 33) Minimum Age (Industry) Convention (Revised), 1937 (No. 59) Minimum Age (Non-Industrial Employment) Convention (Revised), 1937 (No. 60) Minimum Age (Underground Work) Convention, 1965 (No. 123)
Indigenous and tribal peoples	Indigenous and Tribal Peoples Convention, 1989 (No. 169)	Indigenous and Tribal Populations Convention, 1957 (No. 107)
Seafarers – Training and entry into employment	Recruitment and Placement of Seafarers' Convention, 1996 (No. 179)	Placing of Seamen Convention, 1920 (No. 9)
Seafarers – General conditions of employment	Repatriation of Seafarers Convention (Revised), 1987 (No. 166)	Repatriation of Seamen Convention, 1926 (No. 23)
	Seafarers' Annual Leave with Pay Convention, 1976 (No. 146)	Holidays with Pay (Sea) Convention, 1936 (No. 54) Paid Vacations (Seafarers) Convention, 1946 (No. 72) Paid Vacations (Seafarers) Convention (Revised), 1949 (No. 91)

<sup>12</sup> Following the recommendation of the Working Party, the Committee of Experts on the Application of Conventions and Recommendations carried out a General Survey on the Night Work (Women) Convention, 1919 (No. 4), Night Work (Women) Convention (Revised), 1934 (No. 41), and the Night Work (Women) Convention (Revised), 1948 [and Protocol, 1990] (No. 89). This General Survey will be submitted to the Committee on the Application of Standards at the 89th Session (2001) of the International Labour Conference. See below, para. 22.

<sup>13</sup> The Governing Body invited, *on a priority basis*, the States parties to Conventions Nos. 5, 10, 33, 59 and 123 to contemplate ratifying Convention No. 138, with recourse to technical assistance as required.



Subject-matter	Conventions proposed for ratification	Conventions proposed for denunciation
	Seafarers' Hours of Work and the Manning of Ships Convention, 1996 (No. 180)	Hours of Work and Manning (Sea) Convention, 1936 (No. 57) Wages, Hours of Work and Manning (Sea) Convention, 1946 (No. 76) Wages, Hours of Work and Manning (Sea) Convention (Revised), 1949 (No. 93) Wages, Hours of Work and Manning (Sea) Convention (Revised), 1958 (No. 109)
Seafarers – Safety, health and welfare	Accommodation of Crews Convention (Revised), 1949 (No. 92), <i>and</i> Accommodation of Crews (Supplementary Provisions) Convention, 1970 (No. 133)	Accommodation of Crews Convention, 1946 (No. 75)
Seafarers – Minimum age	Minimum Age Convention, 1973 (No. 138)	Minimum Age (Trimmers and Stokers) Convention, 1921 (No. 15)
	Minimum Age Convention, 1973 (No. 138), <i>or if they are not in a position to do so</i> , Seafarers' Hours of Work and the Manning of Ships Convention, 1996 (No. 180)	Minimum Age (Sea) Convention, 1920 (No. 7) Minimum Age (Sea) Convention (Revised), 1936 (No. 58) <sup>14</sup>
Fishermen	Minimum Age Convention, 1973 (No. 138)	Minimum Age (Fishermen) Convention, 1959 (No. 112) <sup>15</sup>

13. In eight other cases, although the previous Convention had not been formally revised, the Governing Body decided, as regards the States parties to such Conventions, to promote the ratification of the recent corresponding Convention while inviting them to denounce, at the same time, the earlier Convention.

Subject-matter	Conventions proposed for ratification	Conventions proposed for denunciation
Night work	Night Work Convention, 1990 (No. 171)	Night Work (Bakeries) Convention, 1925 (No. 20)
Underground work	Safety and Health in Mines Convention, 1995 (No. 176)	Underground Work (Women) Convention, 1935 (No. 45) <sup>16</sup>

<sup>14</sup> The invitation to the States parties to Convention No. 58 to ratify Convention No. 180 was not accompanied by an invitation to denounce Convention No. 58.

<sup>15</sup> The Governing Body decided to invite the States parties to Convention No. 112 to contemplate ratifying Convention No. 138 and to take into consideration the conclusions of the Tripartite Meeting on Safety and Health in the Fishing Industry (Geneva, 13-17 December 1999), in consultation with the organizations of employers and workers concerned. (According to these conclusions the minimum age for admission to employment and work in the maritime fishing industry should in no case be lower than 16 years, and this activity should be considered a hazardous occupation within the meaning of Article 3 of Convention No. 138.)

<sup>16</sup> The Governing Body invited the States parties to Convention No. 45 to contemplate ratifying Convention No. 176 and *possibly* denouncing Convention No. 45.

Subject-matter	Conventions proposed for ratification	Conventions proposed for denunciation
Migrant workers	Migration for Employment Convention (Revised), 1949 (No. 97) <sup>17</sup>	Inspection of Emigrants Convention, 1926 (No. 21)
Indigenous workers	Indigenous and Tribal Peoples Convention, 1989 (No. 169), <i>and/or</i> Social Policy (Basic Aims and Standards) Convention, 1962 (No. 117) Migration for Employment Convention (Revised), 1949 (No. 97) Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143)	Recruiting of Indigenous Workers Convention, 1936 (No. 50) Contracts of Employment (Indigenous Workers) Convention, 1939 (No. 64) Contracts of Employment (Indigenous Workers) Convention, 1947 (No. 86)
	Indigenous and Tribal Peoples Convention, 1989 (No. 169)	Penal Sanctions (Indigenous Workers) Convention, 1939 (No. 65) Abolition of Penal Sanctions (Indigenous Workers) Convention, 1955 (No. 104)

14. In the case of the Equality of Treatment (Accident Compensation) Convention, 1925 (No. 19), the Governing Body invited the States parties to this Convention to contemplate ratifying the Equality of Treatment (Social Security) Convention, 1962 (No. 118), accepting the obligations of Convention No. 118 in particular in respect of its branch (g) (employment injury benefit).

15. Furthermore, in the context of the examination of the Right of Association (Agriculture) Convention, 1921 (No. 11), the Governing Body invited the member States to ratify on a priority basis the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87).

#### 4. Promotion of the ratification of up-to-date Conventions

16. Following the recommendations of the Working Party, the Governing Body considered that the ratification of the following 35 Conventions <sup>18</sup> should be encouraged because they continued to respond to current needs.

17. The Governing Body has invited the member States to contemplate ratifying 13 Conventions.

<sup>17</sup> The Committee of Experts on the Application of Conventions and Recommendations undertook a General Survey on the Migration for Employment Convention (Revised), 1949 (No. 97), and its accompanying Recommendation (No. 86), the Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143), and the Migrant Workers Recommendation, 1975 (No. 151). The General Survey was discussed by the Committee on the Application of Standards at the 87th Session (1999) of the Conference. Report III(1B), International Labour Conference, 87th Session, Geneva, 1999. See below, para. 23.

<sup>18</sup> Of the 70 Conventions considered as up to date by the Governing Body, 35 were not examined by the Working Party since they fall within the category of fundamental and priority Conventions or were adopted since 1985.

Subject-matter	Conventions proposed for ratification
Equality of opportunity and treatment	Workers with Family Responsibilities Convention, 1981 (No. 156)
Employment	Human Resources Development Convention, 1975 (No. 142) Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159)
Labour administration	Labour Administration Convention, 1978 (No. 150)
Wages	Labour Clauses (Public Contracts) Convention, 1949 (No. 94) Protection of Wages Convention, 1949 (No. 95)
Weekly rest	Weekly Rest (Industry) Convention, 1921 (No. 14) Weekly Rest (Commerce and Offices) Convention, 1957 (No. 106)
Occupational safety and health	Hygiene (Commerce and Offices) Convention, 1964 (No. 120) Occupational Safety and Health (Dock Work) Convention, 1979 (No. 152)
Plantations	Plantations Convention, 1958 [and Protocol, 1982] (No. 110)
Seafarers	Seafarers' Identity Documents Convention, 1958 (No. 108) Merchant Shipping (Minimum Standards) Convention, 1976 [and Protocol, 1996] (No. 147)

18. As concerns 14 other Conventions, the invitation to the member States to contemplate ratifying the Convention is accompanied by a request for information on the obstacles and difficulties encountered, if any, that might prevent or delay ratification.

Subject-matter	Conventions proposed for ratification
Freedom of association	Workers' Representatives Convention, 1971 (No. 135) Rural Workers' Organisations Convention, 1975 (No. 141) Labour Relations (Public Service) Convention, 1978 (No. 151)
Labour relations	Collective Bargaining Convention, 1981 (No. 154)
Wages	Minimum Wage Fixing Convention, 1970 (No. 131)
Occupational safety and health	Radiation Protection Convention, 1960 (No. 115) Occupational Cancer Convention, 1974 (No. 139) Working Environment (Air Pollution, Noise and Vibration) Convention, 1977 (No. 148) Occupational Safety and Health Convention, 1981 (No. 155)
Social security	Equality of Treatment (Social Security) Convention, 1962 (No. 118) Employment Injury Benefits Convention, 1964 (No. 121) [Schedule I amended in 1980]
Nursing personnel	Nursing Personnel Convention, 1977 (No. 149)
Seafarers	Continuity of Employment (Seafarers) Convention, 1976 (No. 145) Seafarers' Annual Leave with Pay Convention, 1976 (No. 146)

19. In the case of seven other Conventions, the Governing Body invited member States which had not yet ratified these Conventions to examine the possibility to do so and inform the Office of the obstacles and difficulties encountered, if any, that might prevent or delay

ratification or which might point to a possible need for the full or partial revision of these Conventions.<sup>19</sup>

Subject-matter	Conventions
Paid leave	Paid Educational Leave Convention, 1974 (No. 140) <sup>20</sup>
Social security	Invalidity, Old-Age and Survivors' Benefits Convention, 1967 (No. 128) Medical Care and Sickness Benefits Convention, 1969 (No. 130) Maintenance of Social Security Rights Convention, 1982 (No. 157)
Employment of children and young persons	Medical Examination of Young Persons (Industry) Convention, 1946 (No. 77) Medical Examination of Young Persons (Non-Industrial Occupations) Convention, 1946 (No. 78) Medical Examination of Young Persons (Underground Work) Convention, 1965 (No. 124) <sup>21</sup>

**20.** In addition, in the course of the examination of the Social Security (Minimum Standards) Convention, 1952 (No. 102), the Governing Body noted the importance of the issues covered by this Convention. The Governing Body also requested ad hoc information on the possible obstacles to ratification of Convention No. 102 and on the reasons for the limited recourse to the flexibility clauses that it contains.<sup>22</sup>

## 5. Requests for additional information

**21.** In the case of 34 Conventions, the Governing Body wished to obtain additional information from the constituents in order to be able to evaluate more precisely the obstacles to ratification or the need for revision of these instruments.

### A. General Surveys

**22.** As regards six Conventions, the Governing Body decided to invite the member States to provide reports under article 19 of the Constitution and to request the Committee of Experts to carry out General Surveys based on such reports.

<sup>19</sup> See also below, para. 26.

<sup>20</sup> The Governing Body also decided that a short survey be undertaken on this Convention. See below, para. 24.

<sup>21</sup> The request for information on the need for revision of Conventions Nos. 77, 78 and 124 includes the question of their possible consolidation.

<sup>22</sup> See below, para. 28.

Subject-matter	Conventions	General Survey
Hours of work	Hours of Work (Industry) Convention, 1919 (No. 1) Hours of Work (Commerce and Offices) Convention, 1930 (No. 30)	Year to be determined
Night work of women	Night Work (Women) Convention, 1919 (No. 4) Night Work (Women) Convention (Revised), 1934 (No. 41) Night Work (Women) Convention (Revised), 1948 [and Protocol, 1990] (No. 89)	To be submitted to the ILC in 2001
Dockers <sup>23</sup>	Dock Work Convention, 1973 (No. 137)	To be submitted to the ILC in 2002

23. Following the recommendations of the Working Party, a General Survey was already carried out with respect to the Migration for Employment Convention (Revised), 1949 (No. 97), and the Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143), and submitted to the International Labour Conference in June 1999. Following discussions, it was agreed to include the subject of migrant workers on the list of proposals for the agenda of the Conference for a general discussion which would examine, among other matters, the possible need for revision of these Conventions.<sup>24</sup> At its 279th Session (November 2000) the Governing Body decided that this question should be included on the shortlist of proposals for the agenda of the 91st Session (2003) of the Conference. This shortlist will be re-examined at the present session of the Governing Body.<sup>25</sup>

## B. Short surveys

24. At the request of the Governing Body the Office undertook short surveys concerning two Conventions. These surveys are submitted to the present meeting of the Working Party.

Subject-matter	Conventions
Employment security	Termination of Employment Convention, 1982 (No. 158) <sup>26</sup>
Paid leave	Paid Educational Leave Convention, 1974 (No. 140) <sup>27</sup>

25. At the 279th Session (November 2000) of the Governing Body, the Working Party examined a short survey on the Holidays with Pay Convention (Revised), 1970 (No. 132). Following examination of the short survey, the Governing Body decided to maintain the

<sup>23</sup> The General Survey will also cover the Dock Work Recommendation, 1973 (No. 145). See below, para. 48.

<sup>24</sup> Document GB.276/2.

<sup>25</sup> See documents GB.279/3, GB.279/5/1 and GB.280/2.

<sup>26</sup> Document GB.280/LILS/WP/PRS/2/2.

<sup>27</sup> Document GB.280/LILS/WP/PRS/2/1. The Governing Body has also decided to promote the ratification of this Convention and to request the States parties to provide information on the Convention. See above, para. 19.

status quo with respect to Convention No. 132, it being understood that any subsequent development will be taken into account in due time.<sup>28</sup>

### **C. Requests for ad hoc information**

- 26.** In the case of 14 up-to-date Conventions, the invitation made to member States to contemplate ratifying these Conventions is accompanied by a request for information on the obstacles and difficulties encountered, if any, that could prevent or delay their ratification.<sup>29</sup> In the case of seven other up-to-date Conventions, the request for information refers to the obstacles and difficulties which might prevent or delay the ratification or point to the need for a full or partial revision of these Conventions.<sup>30</sup>
- 27.** The Governing Body has also decided to invite member States to provide information on the possible obstacles encountered which could prevent or delay ratification or point to the need for full or partial revision of the Accommodation of Crews (Fishermen) Convention, 1966 (No. 126).
- 28.** Furthermore, the Governing Body invited member States which had not yet ratified the Social Security (Minimum Standards) Convention, 1952 (No. 102), to provide ad hoc information on any possible obstacles to ratification of this Convention and on the reasons for the limited recourse to the flexibility clauses that it contains.<sup>31</sup>
- 29.** In addition, in the case of four Conventions relating to workers in non-metropolitan territories, the Governing Body wished that the Office engage in consultations with the governments concerned.<sup>32</sup>

<sup>28</sup> See below, para. 39.

<sup>29</sup> See above, para. 18.

<sup>30</sup> See above, para. 19.

<sup>31</sup> See also above, para. 20.

<sup>32</sup> With regard to the Social Policy (Non-Metropolitan Territories) Convention, 1947 (No. 82), it is a matter of making sure that its provisions are being applied by States parties in the framework of other Conventions in the non-metropolitan territories concerned.

In the case of the Labour Standards (Non-Metropolitan Territories) Convention, 1947 (No. 83), it is a matter of examining in what way the Conventions listed in the Annex to Convention No. 83 could continue to be applied in the non-metropolitan territories concerned.

The member States that have made a formal commitment to apply the provisions of the Right of Association (Non-Metropolitan Territories) Convention, 1947 (No. 84), are invited to contemplate ratifying the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) and/or, as appropriate, the Right to Organise and Collective Bargaining Convention, 1949 (No. 98).

The five States parties to the Labour Inspectorates (Non-Metropolitan Territories) Convention, 1947 (No. 85), are invited to contemplate extending the application of the Labour Inspection Convention, 1947 (No. 81), and/or of the Labour Inspection (Agriculture) Convention, 1969 (No. 129), to non-metropolitan territories that continue to be governed by the provisions of Convention No. 85.

## 6. Shelving, abrogation and withdrawal

### A. Decisions to shelve

30. The Governing Body decided to shelve certain Conventions which no longer corresponded to current needs and had become obsolete. Of these Conventions five were withdrawn by the Conference at its 88th Session (2000).<sup>33</sup> At present, 22 Conventions are shelved:

Subject-matter	Conventions shelved
Employment service	Fee-Charging Employment Agencies Convention, 1933 (No. 34)
Hours of work	Sheet-Glass Works Convention, 1934 (No. 43) <sup>34</sup> Reduction of Hours of Work (Glass-Bottle Works) Convention, 1935 (No. 49) Hours of Work and Rest Periods (Road Transport) Convention, 1939 (No. 67)
Night work	Night Work (Bakeries) Convention, 1925 (No. 20)
Occupational safety and health	Protection against Accidents (Dockers) Convention, 1929 (No. 28)
Social security	Old-Age Insurance (Industry, etc.) Convention, 1933 (No. 35) Old-Age Insurance (Agriculture) Convention, 1933 (No. 36) Invalidity Insurance (Industry, etc.) Convention, 1933 (No. 37) Invalidity Insurance (Agriculture) Convention, 1933 (No. 38) Survivors' Insurance (Industry, etc.) Convention, 1933 (No. 39) Survivors' Insurance (Agriculture) Convention, 1933 (No. 40) Maintenance of Migrants' Pension Rights Convention, 1935 (No. 48)
Minimum age	Minimum Age (Non-Industrial Employment) Convention (Revised), 1937 (No. 60)
Migrant workers	Inspection of Emigrants Convention, 1926 (No. 21)
Indigenous workers	Recruiting of Indigenous Workers Convention, 1936 (No. 50) Contracts of Employment (Indigenous Workers) Convention, 1939 (No. 64) Penal Sanctions (Indigenous Workers) Convention, 1939 (No. 65) Contracts of Employment (Indigenous Workers) Convention, 1947 (No. 86) Abolition of Penal Sanctions (Indigenous Workers) Convention, 1955 (No. 104)
Seafarers – General conditions of employment	Paid Vacations (Seafarers) Convention (Revised), 1949 (No. 91)
Seafarers – Minimum age	Minimum Age (Trimmers and Stokers) Convention, 1921 (No. 15)

31. Ratification of shelved Conventions is no longer encouraged and their publication in Office documents, studies and research papers will be modified. Shelving also means that detailed reports on the application of these Conventions will no longer be requested on a regular basis. However, the right to invoke provisions relating to representations and complaints under articles 24 and 26 of the Constitution remains intact. In addition, employers' and workers' organizations may still submit observations in accordance with

<sup>33</sup> See below, para. 38.

<sup>34</sup> The Governing Body also decided the conditional revision of Conventions Nos. 43 and 49. See above, para. 8.

the regular supervisory procedures, for a review by the Committee of Experts resulting, where necessary, in requests for detailed reports. Finally, shelving has no impact on the status of these Conventions in the legal systems of member States that have ratified them.

## **B. Deferred decisions to shelve**

32. The Governing Body further decided to postpone the decision to shelve ten Conventions.
33. It considered that the shelving of Conventions Nos. 63 (statistics), 4 and 41<sup>35</sup> (night work for women) could not be envisaged until the number of ratifications of these Conventions has decreased.
34. As regards Conventions Nos. 32 and 62 (occupational safety and health), 24, 25 and 44 (social security), the States parties are invited to communicate to the Office information on the obstacles and difficulties, if any, that might prevent or delay the ratification of the more recent Conventions, namely the Occupational Safety and Health (Dock Work) Convention, 1979 (No. 152), the Safety and Health in Construction Convention, 1988 (No. 167), the Medical Care and Sickness Benefits Convention, 1969 (No. 130), and the Employment Promotion and Protection against Unemployment Convention, 1988 (No. 168).<sup>36</sup>
35. Finally, in the case of two Conventions relating to workers in non-metropolitan territories (Conventions Nos. 82 and 83) the question of shelving will be re-examined in the light of consultations to be held with the member States concerned.<sup>37</sup>

## **C. Prospects for abrogation or withdrawal**

36. At its 85th Session in June 1997, the Conference adopted a proposal to amend the ILO Constitution and the Standing Orders of the Conference in order to enable the Conference to proceed with the abrogation or withdrawal of Conventions or Recommendations. The constitutional amendment aims at enabling the Conference to abrogate, by a majority of two-thirds of the votes of delegates present, any Convention that has lost its purpose or no longer makes a useful contribution to the accomplishment of the objectives of the Organization.<sup>38</sup> By 5 February 2001, 64<sup>39</sup> member States had ratified or accepted this

<sup>35</sup> The Committee of Experts on the Application of Conventions and Recommendations also undertook a General Survey on Conventions Nos. 4, 41, and 89, and the Protocol to Convention No. 89. See above, para. 22.

<sup>36</sup> See also above, para. 12, under the section on the promotion of the ratification of revised Conventions.

<sup>37</sup> See above, para. 28.

<sup>38</sup> Pursuant to article 36 of the Constitution, this amendment will take effect when ratified or accepted by two-thirds of the Members of the Organization including five of the ten Members which are represented on the Governing Body as Members of chief industrial importance.

<sup>39</sup> *Albania, Antigua and Barbuda, Austria, Azerbaijan, Bahrain, Bangladesh, Barbados, Bulgaria, Canada, China, Cyprus, Czech Republic, Dominica, Dominican Republic, Ecuador, Egypt, Ethiopia, Finland, Hungary, Iceland, India, Ireland, Italy, Jordan, Republic of Korea, Kuwait, Lebanon, Libyan Arab Jamahiriya, Malaysia, Malawi, Malta, Mauritius, Mexico, Republic of Moldova, Namibia, Nepal, New Zealand, Nicaragua, Norway, Pakistan, Panama, Peru, Portugal, Qatar, Romania, Saint Vincent and the Grenadines, San Marino, Saudi Arabia, Singapore,*



amendment, including four countries of chief industrial importance.<sup>40</sup> Following the amendment of its Standing Orders,<sup>41</sup> the Conference can also decide on the withdrawal of Conventions which have not entered into force or which are no longer in force as a result of denunciations, or of a recommendation.

**37.** The Governing Body has retained five shelved Conventions as candidates for a possible abrogation:

- Hours of work: Convention No. 67.
- Occupational safety and health: Convention No. 28.
- Minimum age: Conventions Nos. 15 and 60.
- Seafarers: Convention No. 91.<sup>42</sup>

**38.** Furthermore, the Governing Body decided to propose to the Conference the withdrawal of 11 Conventions which had not entered into force.<sup>43</sup> Five of these Conventions were withdrawn by the International Labour Conference at its 88th Session (2000):<sup>44</sup>

- Hours of work: Conventions Nos. 31, 46, 51, 61.<sup>45</sup>
- Migration for employment: Convention No. 66.

The question of the withdrawal of six other Conventions is yet to be placed on the agenda of the International Labour Conference:

- Seafarers: Conventions Nos. 54, 57, 72, 75, 76 and 93.

## 7. Status quo

**39.** Regarding the following 12 Conventions, the Governing Body decided to maintain the status quo, considering that no other type of decision was appropriate.

*Slovakia, Spain, Sri Lanka, Sweden, Switzerland, Syrian Arab Republic, Tajikistan, Thailand, Togo, Trinidad and Tobago, Turkey, United Arab Emirates, United Kingdom, Yemen and Zambia.*

<sup>40</sup> *China, India, Italy and the United Kingdom.*

<sup>41</sup> Article 45bis of the Standing Orders of the Conference.

<sup>42</sup> The Working Party (or LILS Committee) will re-examine the situation of Convention No. 91 in due course with a view to its possible abrogation when the level of ratifications of Convention No. 91 has substantially decreased as a consequence of the ratification of Convention No. 146.

<sup>43</sup> Furthermore, the Working Party (or LILS Committee) will re-examine the situation of Convention No. 109 including its possible withdrawal in due course, after the entry into force of Convention No. 180.

<sup>44</sup> See Reports VII(1) and (2), and *Provisional Records* Nos. 62, 6-2A-E, 88th Session (2000) of the ILC.

<sup>45</sup> See above, para. 30.

Subject-matter	Conventions
Employment policy	Unemployment Convention, 1919 (No. 2)
Employment services	Employment Service Convention, 1948 (No. 88)
Social policy	Social Policy (Basic Aims and Standards) Convention, 1962 (No. 117)
Wages	Minimum Wage-Fixing Machinery Convention, 1928 (No. 26) (Minimum Wage Fixing Machinery (Agriculture) Convention, 1951 (No. 99)
Hours of work	Forty-Hour Week Convention, 1935 (No. 47)
Paid leave	Holidays with Pay Convention (Revised), 1970 (No. 132) <sup>46</sup>
Employment injury benefits	Workmen's Compensation (Agriculture) Convention, 1921 (No. 12)
Dock workers	Dock Work Convention, 1973 (No. 137) <sup>47</sup>
Seafarers – Certificates of competency	Officers' Competency Certificates Convention, 1936 (No. 53)
Seafarers – Safety, health and welfare	Accommodation of Crews Convention (Revised), 1949 (No. 92) Accommodation of Crews (Supplementary Provisions) Convention, 1970 (No. 133)

## II. Decisions concerning international labour Recommendations

40. During the 279th Session (November 2000) of the Governing Body, the Working Party examined a fourth group of Recommendations. The Working Party has thus virtually concluded its examination of the Recommendations. The Governing Body has taken decisions with respect to 186 of them in total. Recommendations are non-binding instruments which define the Organization's objectives in a specific sphere and at a given time, and which establish guidelines to be used by member States in the area of social policy. Contrary to Conventions, Recommendations are not subject to ratification.
41. According to the methodology adopted by the Working Party for their examination, Recommendations which have been replaced by way of explicit Conference decisions have been distinguished from Recommendations which may have become de facto obsolete following a change of circumstances or the adoption of later standards on the same subject. In addition, a distinction has been made between Recommendations which accompany or supplement a Convention and those which are autonomous. The Governing Body decisions concerning the former group of Recommendations tend to follow the decisions taken for the corresponding Conventions.<sup>48</sup>

<sup>46</sup> Following the examination of the short survey on Convention No. 132, the Governing Body has decided the maintenance of the status quo with regard to this Convention, it being understood that any subsequent development will be taken into account in due time.

<sup>47</sup> Furthermore, Convention No. 137 and Recommendation No. 145 will be the subject of a General Survey by the Committee of Experts on the Application of Conventions and Recommendations. The General Survey will be submitted to the Conference at its 90th Session (2002). See above, para. 22.

<sup>48</sup> See table in Appendix I attached to this information note.

## 1. Decisions to revise

42. The Governing Body decided the revision of ten recommendations in accordance with the proposals of the Working Party.<sup>49</sup>

Subject-matter	Recommendations
Hours of work	Hours of Work and Rest Periods (Road Transport) Recommendation, 1979 (No. 161)
Occupational safety and health <sup>50</sup>	Anthrax Prevention Recommendation, 1919 (No. 3) Lead Poisoning (Women and children) Recommendation, 1919 (No. 4) White Phosphorus Recommendation, 1919 (No. 6) Guarding of Machinery Recommendation, 1963 (No. 118) Maximum Weight Recommendation, 1967 (No. 128) Benzene Recommendation, 1971 (No. 144)
Employment of children and young persons <sup>51</sup>	Night Work of Children and Young Persons (Agriculture) Recommendation, 1921 (No. 14) Night Work of Young Persons (Non-Industrial Occupations) Recommendation, 1946 (No. 80)
Fishermen	Vocational Training (Fishermen) Recommendation, 1966 (No. 126)

## 2. Up-to-date Recommendations

43. When a Recommendation is considered up to date, the Governing Body has invited the member States to give it effect, in accordance with the provisions of article 19 of the

<sup>49</sup> Furthermore, the revision of the Co-operatives (Developing Countries) Recommendation, 1966 (No. 127), is on the agenda of the 89th (2001) Session of the Conference, for a first discussion. See Report V(1), 89th Session (2001) of the Conference. Furthermore, following the general discussion on *Human resources training and development: Vocational guidance and vocational training*, held during the 88th Session (2000) of the Conference, the Conference had concluded that the Human Resources Development Recommendation, 1975 (No. 150), should be revised. See Report V and the resolution concerning human resources training and development, *Provisional Record* No. 21. At its 279th Session (November 2000) the Governing Body decided that this question should be included on the shortlist of proposals for the agenda of the 91st Session (2003) of the Conference. This shortlist was the subject of a first discussion by the Governing Body and will be re-examined at the present session. See documents GB.279/5/1 and GB.280/2.

<sup>50</sup> At its 279th Session (November 2000) the Governing Body included the implementation, on an experimental basis, of the integrated approach to ILO standards-related activities in the area of occupational safety and health in the shortlist of items for the agenda of the 91st Session (2003) of the Conference. The final agenda of the 91st Session of the Conference will be determined at the present session of the Governing Body. See document GB.280/2.

<sup>51</sup> The Governing Body has decided the revision of Recommendations Nos. 14 and 80, and the inclusion of this revision in the item on night work of children and young persons, included in the proposals for the Conference agenda.

Constitution. The Governing Body decided accordingly regarding the following 38 Recommendations.<sup>52</sup>

Subject-matter	Recommendations
Freedom of association	Workers' Representatives Recommendation, 1971 (No. 143) Rural Workers' Organisations Recommendation, 1975 (No. 149) Labour Relations (Public Service) Recommendation, 1978 (No. 159)
Equality of opportunity and treatment	Workers with Family Responsibilities Recommendation, 1981 (No. 165)
Rehabilitation and employment of disabled persons	Vocational Rehabilitation (Disabled) Recommendation, 1955 (No. 99) Vocational Rehabilitation and Employment (Disabled Persons) Recommendation, 1983 (No. 168)
Labour administration	Labour Administration Recommendation, 1978 (No. 158)
Industrial relations	Collective Agreements Recommendation, 1951 (No. 91) Consultation (Industrial and National Levels) Recommendation, 1960 (No. 113) Collective Bargaining Recommendation, 1981 (No. 163)
Wages	Labour Clauses (Public Contracts) Recommendation, 1949 (No. 84) Protection of Wages Recommendation, 1949 (No. 85) Minimum Wage Fixing Recommendation, 1970 (No. 135)
Hours of work	Weekly Rest (Commerce and Offices) Recommendation, 1957 (No. 103) Reduction of Hours of Work Recommendation, 1962 (No. 116)
Occupational safety and health	Protection of Workers' Health Recommendation, 1953 (No. 97) Welfare Facilities Recommendation, 1956 (No. 102) Radiation Protection Recommendation, 1960 (No. 114) Workers' Housing Recommendation, 1961 (No. 115) Hygiene (Commerce and Offices) Recommendation, 1964 (No. 120) Occupational Cancer Recommendation, 1974 (No. 147) Working Environment (Air Pollution, Noise and Vibration) Recommendation, 1977 (No. 156) Occupational Safety and Health Recommendation, 1981 (No. 164)
Social security	Income Security Recommendation, 1944 (No. 67) Employment Injury Benefits Recommendation, 1964 (No. 121) Invalidity, Old-Age and Survivors' Benefits Recommendation, 1967 (No. 131) Medical Care and Sickness Benefits Recommendation, 1969 (No. 134) Maintenance of Social Security Rights Recommendation, 1983 (No. 167)
Employment of children and young persons	Medical Examination of Young Persons Recommendation, 1946 (No. 79) Conditions of Employment of Young Persons (Underground Work) Recommendation, 1965 (No. 125)
Indigenous and tribal peoples	Indigenous and Tribal Populations Recommendation, 1957 (No. 104)

<sup>52</sup> Of the 70 Recommendations considered up to date by the Governing Body, 32 were not examined by the Working Party since they are linked to the fundamental and priority Conventions or were adopted since 1985.

Subject-matter	Recommendations
Seafarers – General provisions	Continuity of Employment (Seafarers) Recommendation, 1976 (No. 154) Merchant Shipping (Improvement of Standards) Recommendation, 1976 (No. 155)
Seafarers – General conditions of employment	Protection of Young Seafarers Recommendation, 1976 (No. 153)
Dock workers	Occupational Safety and Health (Dock Work) Recommendation, 1979 (No. 160)
Plantation workers	Plantations Recommendation, 1958 (No. 110)
Tenants and sharecroppers	Tenants and Share-croppers Recommendation, 1968 (No. 132)
Nursing personnel	Nursing Personnel Recommendation, 1977 (No. 157)

### 3. Recommendations expressly replaced

44. The Governing Body took note of the replacement of 17 Recommendations by subsequent instruments.

Subject-matter	Recent instruments	Replaced Recommendations
Equal opportunities and equal treatment	Workers with Family Responsibilities Recommendation, 1981 (No. 165)	Employment (Women with Family Responsibilities) Recommendation, 1965 (No. 123)
Vocational guidance and training	Vocational Training Recommendation, 1962 (No. 117) <sup>53</sup>	Vocational Training Recommendation, 1939 (No. 57) Apprenticeship Recommendation, 1939 (No. 60) Vocational Training (Adults) Recommendation, 1950 (No. 88)
	Human Resources Development Recommendation, 1975 (No. 150)	Vocational Guidance Recommendation, 1949 (No. 87) Vocational Training (Agriculture) Recommendation, 1956 (No. 101) Vocational Training Recommendation, 1962 (No. 117)
Employment security	Termination of Employment Convention, 1982 (No. 158), <i>and</i> Termination of Employment Recommendation, 1982 (No. 166)	Termination of Employment Recommendation, 1963 (No. 119)
Occupational safety and health	Occupational Health Services Recommendation, 1985 (No. 171)	Occupational Health Services Recommendation, 1959 (No. 112)
	Safety and Health in Construction Recommendation, 1988 (No. 175)	Safety provisions (Building) Recommendation, 1937 (No. 53) Co-operation in Accident Prevention (Building) Recommendation, 1937 (No. 55)

<sup>53</sup> This Recommendation has, in turn, been replaced by the Human Resources Development Recommendation, 1975 (No. 150); see below.

Subject-matter	Recent instruments	Replaced Recommendations
Migrant workers	Migration for Employment Recommendation (Revised), 1949 (No. 86)	Migration for Employment Recommendation, 1939 (No. 61) Migration for Employment (Co-operation between States) Recommendation, 1939 (No. 62)
Seafarers – Training and entry into employment	Vocational Training (Seafarers) Recommendation, 1970 (No. 137) <sup>54</sup>	Vocational Training (Seafarers) Recommendation, 1946 (No. 77)
Seafarers – General conditions of employment	Repatriation of Seafarers Convention (Revised), 1987 (No. 166) <i>and</i> Repatriation of Seafarers Recommendation, 1987 (No. 174) Seafarers' Wages, Hours of Work and the Manning of Ships Recommendation, 1996 (No. 187)	Repatriation (Ship Masters and Apprentices) Recommendation, 1926 (No. 27) Wages, Hours of Work and Manning (Sea) Recommendation, 1958 (No. 109)
Seafarers – Labour inspection	Labour Inspection (Seafarers) Convention, 1996 (No. 178) <i>and</i> Labour Inspection (Seafarers) Recommendation, 1996 (No. 185)	Labour Inspection (Seamen) Recommendation, 1926 (No. 28)

#### 4. Requests for additional information

45. Following the examination carried out by the Working Party, the Governing Body decided to request additional information with respect to 19 Recommendations.
46. The Governing Body has invited member States to inform the Office of the obstacles and difficulties encountered, if any, in the implementation of six up-to-date Recommendations.

Subject-matter	Recommendations
Social security	Invalidity, Old-Age and Survivors' Benefit Recommendation, 1967 (No. 131) Medical Care and Sickness Benefit Recommendation, 1969 (No. 134) Maintenance of Social Security Rights Recommendation, 1983 (No. 167)
Employment of children and young persons <sup>55</sup>	Medical Examination of Young Persons Recommendation, 1946 (No. 79) Conditions of Employment of Young Persons (Underground Work) Recommendation, 1965 (No. 125)
Nursing personnel	Nursing Personnel Recommendation, 1977 (No. 157)

47. Furthermore, the Governing Body has invited member States to inform the Office on the possible need to replace 12 Recommendations.

<sup>54</sup> Additional information has also been requested with respect to Recommendation No. 137. See also below, para. 47.

<sup>55</sup> The Governing Body also invited the Office to examine the possibilities to consolidate Recommendations Nos. 79 and 125.

Subject-matter	Recommendations
Employment policy	Employment (Transition for War to Peace) Recommendation, 1944 (No. 71)
Statistics	Migration Statistics Recommendation, 1922 (No. 19)
Industrial relations	Voluntary Conciliation and Arbitration Recommendation, 1951 (No. 92) Examination of Grievances Recommendation, 1967 (No. 130) Co-operation at the Level of the Undertaking Recommendation, 1952 (No. 94) Communications within the Undertaking Recommendation, 1967 (No. 29)
Employment of women	Night Work of Women (Agriculture) Recommendation, 1921 (No. 13)
Seafarers – General	Employment of Seafarers (Technical Developments) Recommendation, 1970 (No. 139)
Seafarers – Training and entry into employment	Vocational Training (Seafarers) Recommendation, 1970 (No. 137) <sup>56</sup>
Seafarers – Safety, health and welfare	Bedding, Mess Utensils and Miscellaneous provisions (Ships' Crews) Recommendation, 1946 (No. 78) Prevention of Accidents (Seafarers) Recommendation, 1970 (142)
Inland navigation	Hours of Work (Inland Navigation) Recommendation, 1920 (No. 8)

48. Furthermore, the Committee of Experts on the Application of Conventions and Recommendations will undertake a General Survey of the Dock Work Recommendation, 1973 (No. 145), together with Convention No. 137, to be submitted to the Conference at its 90th Session (2002).<sup>57</sup>

## 5. Withdrawal

49. As regards 41 other Recommendations, the Governing Body noted that they were obsolete and decided that their withdrawal be proposed to the Conference in due time.

Subject-matter	Recommendations
Forced labour	Forced Labour (Regulation) Recommendation, 1930 (No. 36)
Employment policy	Unemployment Recommendation, 1919 (No. 1) Unemployment (Agriculture) Recommendation, 1921 (No. 11) Unemployment (Young Persons) Recommendation, 1935 (No. 45) Public Works (International Co-operation) Recommendation, 1937 (No. 50) Public Works (National Planning) Recommendation, 1937 (No. 51) Public Works (National Planning) Recommendation, 1944 (No. 73)
Employment services and agencies	Employment Agencies Recommendation, 1933 (No. 42) Employment Service Recommendation, 1944 (No. 72)
Vocational guidance and training	Vocational Education (Agriculture) Recommendation, 1921 (No. 15) Vocational Education (Building) Recommendation, 1937 (No. 56)

<sup>56</sup> See also above, para. 44.

<sup>57</sup> See above, para. 22.

Subject-matter	Recommendations
Labour inspection	Labour Inspection (Health Services) Recommendation, 1919 (No. 5) Inspection (Building) Recommendation, 1937 (No. 54) Labour Inspectorates (Indigenous Workers) Recommendation, 1939 (No. 59)
Hours of work	Weekly Rest (Commerce) Recommendation, 1921 (No. 18) Hours of Work (Hotels, etc.) Recommendation, 1930 (No. 37) Hours of Work (Theatres, etc.) Recommendation, 1930 (No. 38) Hours of Work (Hospitals, etc.) Recommendation, 1930 (No. 39) Control Books (Road Transport) Recommendation, 1939 (No. 63) Night Work (Road Transport) Recommendation, 1939 (No. 64) Methods of Regulating Hours (Road Transport) Recommendation, 1939 (No. 65) Rest Periods (Private Chauffeurs) Recommendation, 1939 (No. 66)
Occupational safety and health	Living-In Conditions (Agriculture) Recommendation, 1921 (No. 16) Utilisation of Spare Time Recommendation, 1924 (No. 21) Power-driven Machinery Recommendation, 1929 (No. 32)
Social security	Maternity Protection (Agriculture) Recommendation, 1921 (No. 12) Invalidity, Old-Age and Survivors' Insurance Recommendation, 1933 (No. 43)
Employment of children and young persons	Minimum Age (Coal Mines) Recommendation, 1953 (No. 96)
Migrant workers	Reciprocity of Treatment Recommendation, 1919 (No. 2) Migration (Protection of Females at Sea) Recommendation, 1926 (No. 26)
Indigenous workers	Elimination of Recruiting Recommendation, 1936 (No. 46) Contracts of Employment (Indigenous Workers) Recommendation, 1939 (No. 58)
Workers in non-metropolitan territories	Social Policy in Dependent Territories Recommendation, 1944 (No. 70) Social Policy in Dependent Territories (Supplementary Provisions) Recommendation, 1945 (No. 74)
Seafarers – General conditions of employment	Hours of Work and Manning (Sea) Recommendation, 1936 (No. 49)
Seafarers – Safety, health and welfare	Ships' Medicine Chest Recommendation, 1958 (No. 105) Medical Advice at Sea Recommendation, 1958 (No. 106) Seamen's Welfare in Ports Recommendation, 1936 (No. 48) Seafarers' Welfare Recommendation, 1970 (No. 138)
Dock workers	Protection against Accidents (Dockers) Reciprocity Recommendation, 1929 (No. 33) Protection against Accidents (Dockers) Consultation of Organisations Recommendation, 1929 (No. 34)

**50.** The Governing Body decided, at its March 2000 session, to place on the agenda of the 90th Session (2002) of the Conference the withdrawal of the following 20 Recommendations:

- Employment policy: Recommendations Nos. 1, 11, 45, 50, 51 and 73.
- Employment services and fee-charging employment agencies: Recommendations Nos. 42 and 72.



- Vocational guidance and training: Recommendations Nos. 15 and 56.
- Labour inspection: Recommendations Nos. 5, 54 and 59,
- Hours of work: Recommendations Nos. 37, 38, 39, 63, 64, 65 and 66.

51. The Governing Body has also noted the fact that nine Recommendations should have been withdrawn, while postponing the proposal for the withdrawal of these instruments to the Conference until a subsequent examination of the situation.

Subject-matter	Recommendations
Paid leave	Holidays with Pay Recommendation, 1936 (No. 47) Holidays with Pay (Agriculture) Recommendation, 1952 (No. 93)
Social security	Workmen's Compensation (Minimum Scale) Recommendation, 1925 (No. 22) Workmen's Compensation (Jurisdiction) Recommendation, 1925 (No. 23) Workmen's Compensation (Occupational Diseases) Recommendation, 1925 (No. 24) Sickness Insurance Recommendation, 1927 (No. 29) Unemployment Provision Recommendation, 1934 (No. 44)
Employment of children and young persons	Minimum Age (Underground Work) Recommendation, 1965 (No. 124)
Dock workers	Protection against Accidents (Dockers) Reciprocity Recommendation, 1932 (No. 40)

## 6. Status quo

52. Finally, the Governing Body decided to maintain the status quo with regard to 24 Recommendations.

Subject-matter	Recommendations
Employment policy	Special Youth Schemes Recommendation, 1970 (No. 136)
Employment services and agencies	Employment Service Recommendation, 1948 (No. 83)
Labour inspection	Labour Inspection Recommendation, 1923 (No. 20)
Wages	Minimum Wage-Fixing Machinery Recommendation, 1928 (No. 30) Minimum Wage-Fixing Machinery (Agriculture) Recommendation, 1951 (No. 89)
Paid leave	Holidays with Pay Recommendation, 1954 (No. 98)
Occupational safety and health	Prevention of Industrial Accidents Recommendation, 1929 (No. 31)
Social security	Social Insurance (Agriculture) Recommendation, 1921 (No. 17) Equality of Treatment (Accident Compensation) Recommendation, 1925 (No. 25) Social Security (Armed Forces) Recommendation, 1944 (No. 68) Medical Care Recommendation, 1944 (No. 69)

Subject-matter	Recommendations
Employment of children and young persons	Minimum Age (Non-Industrial Employment) Recommendation, 1932 (No. 41) Minimum Age (Family Undertakings) Recommendation, 1937 (No. 52)
Older workers	Older Workers Recommendation, 1980 (No. 162)
Migrant workers	Migration for Employment Recommendation, (Revised), 1949 (No. 86) Protection of Migrant Workers (Underdeveloped Countries) Recommendation, 1955 (No. 100) Migrant Workers Recommendation, 1975 (No. 151)
Seafarers – General provisions	National Seamen's Codes Recommendation, 1920 (No. 9) Seafarers' Engagement (Foreign Vessels) Recommendation, 1958 (No. 107) Social Conditions and Safety (Seafarers) Recommendation, 1958 (No. 108)
Seafarers – Safety, health and welfare	Crew Accommodation (Air Conditioning) Recommendation, 1970 (No. 140) Crew Accommodation (Noise Control) Recommendation, 1970 (No. 141)
Fishermen	Hours of Work (Fishing) Recommendation, 1920 (No. 7) <sup>58</sup>
Dock workers	Dock Work Recommendation, 1973 (No. 145) <sup>59</sup>

## Final remarks

53. The Governing Body has asked the Office to continue to solicit the information requested in its decisions concerning the revision of standards, to promote the ratification of revised or up-to-date Conventions (inviting the member States to denounce at the same time, as appropriate, the corresponding older, outdated Conventions) and to invite member States to give effect to the up-to-date Recommendations. The Office has been asked also to provide technical assistance as required by member States in order to enable them to respond in detail to these requests for information with the aim of contributing to the future orientation of the work of the Organization in the field of revision of standards.
54. The Director-General would expect the full cooperation of all units and officials concerned, and in particular of the specialists of the multidisciplinary teams, in order to follow up on the decisions taken by the Governing Body, which are of crucial importance to the credibility and the effectiveness of the standards system of the Organization.

Geneva, 19 February 2001.

<sup>58</sup> The Governing Body has also invited the Office to undertake a study of working-time arrangements and rest periods in the fishing industry.

<sup>59</sup> The Committee of Experts on the Application of Conventions and Recommendations will also carry out a General Survey on the Dock Work Recommendation, 1973 (No. 145), together with the Dock Work Convention, 1973 (No. 137). See above, para. 48.

## Appendix I

### Table of links between the Conventions and Recommendations examined

Subject-matter	Recommendations	Linked Conventions	Reference to the decision of the Governing Body on the Convention <sup>1</sup>
Freedom of association	Workers' Representatives Recommendation, 1971 (No. 143)	Workers' Representatives Convention, 1971 (No. 135)	Para. 18
	Rural Workers' Organisations Recommendation, 1975 (No. 149)	Rural Workers' Organisations Convention, 1975 (No. 141)	Para. 18
	Labour Relations (Public Service) Recommendation, 1978 (No. 159)	Labour Relations (Public Service) Convention, 1978 (No. 151)	Para. 18
Forced labour	Forced Labour (Regulation) Recommendation, 1930 (No. 36)	Forced Labour Convention, 1930 (No. 29)	Para. 5
Equality of opportunity and treatment	Workers with Family Responsibilities Recommendation, 1981 (No. 165)	Workers with Family Responsibilities Convention, 1981 (No. 156)	Para. 17
Employment policy	Unemployment Recommendation, 1919 (No. 1)	Unemployment Convention, 1919 (No. 2)	Para. 39
Employment services and agencies	Employment Agencies Recommendation, 1933 (No. 42)	Fee-Charging Employment Agencies Convention, 1933 (No. 34)	Para. 30
	Employment Service Recommendation, 1948 (No. 83)	Employment Service Convention, 1948 (No. 88)	Para. 39
Vocational guidance and training	Human Resources Development Recommendation, 1975 (No. 150)	Human Resources Development Convention, 1975 (No. 142)	Para. 17
Rehabilitation and employment of disabled persons	Vocational Rehabilitation and Employment (Disabled Persons) Recommendation, 1983 (No. 168)	Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159)	Para. 17
Employment security	Termination of Employment Recommendation, 1982 (No. 166)	Termination of Employment Convention, 1982 (No. 158)	Para. 24
Labour administration	Labour Administration Recommendation, 1978 (No. 158)	Labour Administration Convention, 1978 (No. 150)	Para. 17
Industrial relations	Collective Bargaining Recommendation, 1981 (No. 163)	Collective Bargaining Convention, 1981 (No. 154)	Para. 18
Wages	Minimum Wage-Fixing Machinery Recommendation, 1928 (No. 30)	Minimum Wage-Fixing Machinery Convention, 1928 (No. 26)	Para. 39
	Minimum Wage-Fixing Machinery (Agriculture) Recommendation, 1951 (No. 89)	Minimum Wage-Fixing Machinery (Agriculture) Convention, 1951 (No. 99)	Para. 39
	Minimum Wage Fixing Recommendation, 1970 (No. 135)	Minimum Wage Fixing Convention, 1970 (No. 131)	Para. 18
	Labour Clauses (Public Contracts) Recommendation, 1949 (No. 84)	Labour Clauses (Public Contracts) Convention, 1949 (No. 94)	Para. 17
	Protection of Wages Recommendation, 1949 (No. 85)	Protection of Wages Convention, 1949 (No. 95)	Para. 17

Subject-matter	Recommendations	Linked Conventions	Reference to the decision of the Governing Body on the Convention <sup>1</sup>
Hours of work	Hours of Work (Hotels, etc.) Recommendation, 1930 (No. 37) Hours of Work (Theatres, etc.) Recommendation, 1930 (No. 38) Hours of Work (Hospitals, etc.) Recommendation, 1930 (No. 39)	Hours of Work (Commerce and Offices) Convention, 1930 (No. 30)	Para. 22
	Control Books (Road Transport) Recommendation, 1939 (No. 63) Night Work (Road Transport) Recommendation, 1939 (No. 64) Methods of Regulating Hours (Road Transport) Recommendation, 1939 (No. 65) Rest Periods (Private Chauffeurs) Recommendation, 1939 (No. 66)	Hours of Work and Rest Periods (Road Transport) Convention, 1939 (No. 67)	Paras. 30 and 37
	Hours of Work and Rest Periods (Road Transport) Recommendation, 1979 (No. 161)	Hours of Work and Rest Periods (Road Transport) Convention, 1979 (No. 153)	Para. 7
Weekly rest	Weekly Rest (Commerce) Recommendation, 1921 (No. 18)	Weekly Rest (Industry) Convention, 1921 (No. 14)	Para. 17
	Weekly Rest (Commerce and Offices) Recommendation, 1957 (No. 103)	Weekly Rest (Commerce and Offices) Convention, 1957 (No. 106)	Para. 17
Paid leave	Holidays with Pay Recommendation, 1936 (No. 47)	Holidays with Pay Convention, 1936 (No. 52)	Para. 12
	Holidays with Pay (Agriculture) Recommendation, 1952 (No. 93)	Holidays with Pay (Agriculture) Convention, 1952 (No. 101)	Para. 12.
	Paid Educational Leave Recommendation, 1974 (No. 148)	Paid Educational Leave Convention, 1974 (No. 140)	Paras. 19 and 24
Occupational safety and health – General provisions	Occupational Safety and Health Recommendation, 1981 (No. 164)	Occupational Safety and Health Convention, 1981 (No. 155)	Para. 18
Occupational safety and health – Protection against specific risks	Radiation Protection Recommendation, 1960 (No. 114)	Radiation Protection Convention, 1960 (No. 115)	Para. 18
	Guarding of Machinery Recommendation, 1963 (No. 118)	Guarding of Machinery Convention, 1963 (No. 119)	Para. 7
	Maximum Weight Recommendation, 1967 (No. 128)	Maximum Weight Convention, 1967 (No. 127)	Para. 7
	Benzene Recommendation, 1971 (No. 144)	Benzene Convention, 1971 (No. 136)	Para. 7
	Occupational Cancer Recommendation, 1974 (No. 147)	Occupational Cancer Convention, 1974 (No. 139)	Para. 18
	Working Environment (Air Pollution, Noise and vibration) Recommendation, 1977 (No. 156)	Working Environment (Air Pollution, Noise and vibration) Convention, 1977 (No. 148)	Para. 18

Subject-matter	Recommendations	Linked Conventions	Reference to the decision of the Governing Body on the Convention <sup>1</sup>
Occupational safety and health – Protection in given branches of activity	Safety provisions (Building) Recommendation, 1937 (No. 53) Co-operation in Accident Prevention (Building) Recommendation, 1937 (No. 55)	Safety Provisions (Building) Convention, 1937 (No. 62)	Paras. 12 and 34
	Hygiene (Commerce and Offices) Recommendation, 1964 (No. 120)	Hygiene (Commerce and Offices) Convention, 1964 (No. 120)	Para. 17
Social security – Comprehensive standards	Social Insurance (Agriculture) Recommendation, 1921 (No. 17)	Workmen's Compensation (Agriculture) Convention, 1921 (No. 12)	Para. 39
	Maintenance of Social Security Rights Recommendation, 1983 (No. 167)	Maintenance of Social Security Rights Convention, 1983 (No. 157)	Paras. 12 and 19
Protection in the various social security branches	Sickness Insurance Recommendation, 1927 (No. 29)	Sickness Insurance (Industry) Convention, 1927 (No. 24) Sickness Insurance (Agriculture) Convention, 1927 (No. 25)	Paras. 12 and 34
	Medical Care and Sickness Benefits Recommendation, 1969 (No. 134)	Medical Care and Sickness Benefits Convention, 1969 (No. 130)	Paras. 12 and 19
	Invalidity, Old-Age and Survivors' Insurance Recommendation, 1933 (No. 43)	Old-Age Insurance (Industry, etc.) Convention, 1933 (No. 35) Old-Age Insurance (Agriculture) Convention, 1933 (No. 36) Invalidity Insurance (Industry, etc.) Convention, 1933 (No. 37) Invalidity Insurance (Agriculture) Convention, 1933 (No. 38) Survivors' Insurance (Industry, etc.) Convention, 1933 (No. 39) Survivors' Insurance (Agriculture) Convention, 1933 (No. 40)	Paras. 12 and 30
	Invalidity, Old-Age and Survivors' Benefit Recommendation, 1967 (No. 131)	Invalidity, Old-Age and Survivors' Benefit Convention, 1967 (No. 128)	Paras. 12 and 19
	Workmen's Compensation (Minimum Scale) Recommendation, 1925 (No. 22)	Workmen's Compensation (Accidents) Convention, 1925 (No. 17)	Para. 12
	Workmen's Compensation (Jurisdiction) Recommendation, 1925 (No. 23)		
	Workmen's Compensation (Occupational Diseases) Recommendation, 1925 (No. 24)	Workmen's Compensation (Occupational Diseases) Convention, 1925 (No. 18)	Para. 12
	Equality of Treatment (Accident Compensation) Recommendation, 1925 (No. 25)	Equality of Treatment (Accident Compensation) Convention, 1925 (No. 19)	Para. 14
Employment Injury Benefits Recommendation, 1964 (No. 121)	Employment Injury Benefits Convention, 1964 (No. 121) [Schedule I amended in 1980]	Paras. 12 and 18	

Subject-matter	Recommendations	Linked Conventions	Reference to the decision of the Governing Body on the Convention <sup>1</sup>
	Unemployment Provision Recommendation, 1934 (No. 44)	Unemployment Provision Convention, 1934 (No. 44)	Paras. 12 and 34
Employment of children and young persons	Minimum Age (Non-Industrial Employment) Recommendation, 1932 (No. 41)	Minimum Age (Non-Industrial Employment) Convention, 1932 (No. 33)	Para. 12
	Minimum Age (Family Undertakings) Recommendation, 1937 (No. 52)	Minimum Age (Industry) Convention (Revised), 1937 (No. 59)	Para. 12
	Minimum Age (Underground Work) Recommendation, 1965 (No. 124)	Minimum Age (Underground Work) Convention, 1965 (No. 123)	Para. 12
	Night Work of Young Persons (Non-Industrial Occupations) Recommendation, 1946 (No. 80)	Night Work of Young Persons (Non-Industrial Occupations) Convention, 1946 (No. 79)	Para. 7
	Medical Examination of Young Persons Recommendation, 1946 (No. 79)	Medical Examination of Young Persons (Industry) Convention, 1946 (No. 77) Medical Examination of Young Persons (Non-Industrial Occupations) Convention, 1946 (No. 78)	Para. 19
	Conditions of Employment of Young Persons (Underground Work) Recommendation, 1965 (No. 125)	Medical Examination of Young Persons (Underground Work) Convention, 1965 (No. 124)	Para. 19
Migrant workers	Migration for Employment Recommendation, 1939 (No. 61)	Migration for Employment Convention, 1939 (No. 66)	Para. 38
	Migration for Employment (Co-operation between States) Recommendation, 1939 (No. 62)		
	Migration for Employment Recommendation, (Revised), 1949 (No. 86)	Migration for Employment Convention, (Revised), 1949 (No. 97)	Paras. 13 and 23
Indigenous workers	Elimination of Recruiting Recommendation, 1936 (No. 46)	Recruiting of Indigenous Workers Convention, 1936 (No. 50)	Paras. 13 and 30
	Contracts of Employment (Indigenous Workers) Recommendation, 1939 (No. 58)	Contracts of Employment (Indigenous Workers) Convention, 1939 (No. 64)	Paras. 13 and 30
Indigenous and tribal peoples	Indigenous and Tribal Populations Recommendation, 1957 (No. 104)	Indigenous and Tribal Populations Convention, 1957 (No. 107)	Para. 12
Seafarers – General provisions	Merchant Shipping (Improvement of Standards) Recommendation, 1976 (No. 155)	Merchant Shipping (Minimum Standards) Convention, 1976 (No. 147)	Para. 17
	Continuity of Employment (Seafarers) Recommendation, 1976 (No. 154)	Continuity of Employment (Seafarers) Convention, 1976 (No. 145)	Para. 18
Seafarers – Training and entry into employment	Vocational Training (Seafarers) Recommendation, 1946 (No. 77)	Certification of Able Seamen Convention, 1946 (No. 74)	Para. 7
Seafarers – General conditions of employment	Repatriation (Ship Masters and Apprentices) Recommendation, 1926 (No. 27)	Repatriation of Seamen Convention, 1926 (No. 23)	Para. 12
	Hours of Work and Manning (Sea) Recommendation, 1936 (No. 49)	Hours of Work and Manning (Sea) Convention, 1936 (No. 57)	Paras. 12 and 38

Subject-matter	Recommendations	Linked Conventions	Reference to the decision of the Governing Body on the Convention <sup>1</sup>
	Wages, Hours of Work and Manning (Sea) Recommendation, 1958 (No. 109)	Wages, Hours of Work and Manning (Sea) Convention (Revised), 1958 (No. 109)	Para. 12
Seafarers – Safety, health and welfare	Bedding, Mess Utensils and Miscellaneous provisions (Ships' Crews) Recommendation, 1946 (No. 78)	Accommodation of Crews Convention, 1946 (No. 75)	Paras. 12 and 38
	Crew Accommodation (Air Conditioning) Recommendation, 1970 (No. 140)	Accommodation of Crews (Supplementary Provisions) Convention, 1970 (No. 133)	Paras. 12 and 39
	Crew Accommodation (Noise Control) Recommendation, 1970 (No. 141)		
	Prevention of Accidents (Seafarers) Recommendation, 1970 (142)	Prevention of Accidents (Seafarers) Convention, 1970 (No. 134)	Para. 7
Dockworkers	Protection against Accidents (Dockers) Reciprocity Recommendation, 1929 (No. 33)	Protection against Accidents (Dockers) Convention, 1929 (No. 28)	Paras. 12, 30 and 37
	Protection against Accidents (Dockers) Consultation of Organisations Recommendation, 1929 (No. 34)		
	Protection against Accidents (Dockers) Reciprocity Recommendation, 1932 (No. 40)	Protection against Accidents (Dockers) Convention (Revised), 1932 (No. 32)	Paras. 12 and 34
	Dock Work Recommendation, 1973 (No. 145)	Dock Work Convention, 1973 (No. 137)	Paras. 22 and 39
	Occupational Safety and Health (Dock Work) Recommendation, 1979 (No. 160)	Occupational Safety and Health (Dock Work) Convention, 1979 (No. 152)	Para. 17
Plantations	Plantations Recommendation, 1958 (No. 110)	Plantations Convention, 1958 [and Protocol, 1982] (No. 110)	Para. 17
Nursing personnel	Nursing Personnel Recommendation, 1977 (No. 157)	Nursing Personnel Convention, 1977 (No. 149)	Para. 18

<sup>1</sup> See Part I of the present information note.

## Appendix II

### Summary tables

1. The three tables that follow contain a summary account of the decisions taken by the Governing Body in the context of the policy regarding the revision of standards.
2. In the first table, Conventions and Recommendations are grouped together following the classified guide of international labour standards. Nevertheless, for reasons of simplicity, instruments that cover more than one subject-matter appear only once in the table. Thus, for example, the Minimum Age Convention, 1973 (No. 138), is included only under the heading “Basic human rights – Child labour” and does not appear under the heading “Employment of children and young persons – Minimum age”.
3. The other two tables present the Conventions and Recommendations, respectively, in chronological order.
4. For reasons of clarity, the decisions have been arranged into five categories: “Up-to-date instruments”, “Instruments to be revised”, “Outdated instruments”, “Requests for information” and “Other instruments”. Not all the nuances contained in the Governing Body decisions have therefore been reflected in the tables.
5. The category “Up-to-date instruments” includes the fundamental and priority Conventions (appearing in bold in the first table) and their accompanying Recommendations, the instruments adopted since 1985 and those the implementation of which the Governing Body has decided to promote following the recommendations of the Working Party.
6. The “Instruments to be revised” include those instruments the revision of which has been decided by the Governing Body, in addition to two Conventions whose possible revision depends on the revision of other instruments on the same subject-matter.
7. The category “Outdated instruments” includes the Conventions that have been shelved and those Conventions which the Governing Body has invited States parties to denounce while inviting them at the same time to ratify more recent Conventions on the same subject-matter. This category also includes Recommendations that have been juridically replaced by subsequent instruments or have been declared obsolete by the Governing Body.
8. The “Requests for information”, which constitutes the fourth category, includes the instruments for which the Governing Body has requested that a General Survey or a short survey be carried out, as well as ad hoc requests for additional information.
9. The last category, “Other instruments”, includes the Conventions and Recommendations for which the Governing Body has decided to maintain the status quo, in addition to those that, having been the object of particular decisions of the Governing Body, cannot be classified in any of the other four categories.



**Table 1. Summary table by subject-matter**

Subject-matter	Up-to-date instruments	Instruments to be revised	Outdated instruments	Requests for information	Other instruments
<b>Basic human rights</b>					
Freedom of association	<b>C87</b> (Freedom of association) <b>C98</b> (Right to organise and collective bargaining) C135 and R143 (Workers' representatives) C141 and R149 (Rural workers) C151 and R159 (Public service)			C84 (Non-metropolitan territories) C135 (Workers' representatives) C141 (Rural workers) C151 (Public service)	C11 (Agriculture)
Forced labour	<b>C29</b> (Forced labour) and R35 (Indirect compulsion) <b>C105</b> (Abolition of forced labour)		R36 (Regulation of forced labour)		
Equality of opportunity and treatment	<b>C100</b> and R90 (Equal remuneration of men and women) <b>C111</b> and R111 (Discrimination in employment and occupation) C156 and R165 (Workers with family responsibilities)		R123 (women with family responsibilities)		
Child labour	<b>C138</b> and R146 (Minimum age) <b>C182</b> and R190 (Worst forms of child labour)				
<b>Employment</b>					
Employment policy	<b>C122</b> and R122, R169 (Employment policy) R189 (Small and medium-sized enterprises)		R1 (Unemployment) R11 (Agriculture) R45 (Young persons) R50, R51, R73 (Public works)	R71 (Transition from war to peace)	C2 (Unemployment) R136 (Youth schemes)
Employment services and fee-charging employment agencies	C181 and R188 (Private employment agencies)		C34 and R42 (Employment agencies) R72 (Employment service)		C88 and R83 (Employment service) C96 (Fee-charging employment agencies)

Subject-matter	Up-to-date instruments	Instruments to be revised	Outdated instruments	Requests for information	Other instruments
Vocational guidance and training	C142 (Human resources development)	R150 (Human resources development)	R15 (Agriculture) R56 (Building) R57 (Vocational training) R60 (Apprenticeship) R87 (Vocational guidance) R88 (Adults) R101 (Agriculture) R117 (Vocational training)		
Rehabilitation and employment of disabled persons	R99 (Vocational rehabilitation) C159 and R168 (Vocational rehabilitation and employment)				
Employment security			R119 (Termination of employment)	C158 (Termination of employment)	
<b>Social policy</b>					
		R127 (Cooperatives)		C82 (Non-metropolitan territories)	C117 (Basic aims and standards)
<b>Labour administration</b>					
General	C150 and R158 (Labour administration)				
Labour inspection	<b>C81</b> and R81 (Industry and commerce) R82 (Mining and transport) P81 (Non-commercial services) <b>C129</b> and R133 (Agriculture)		R5 (Health services) R54 (Building) R59 (Indigenous workers)	C85 (Non-metropolitan territories)	R20 (Inspection)
Statistics	C160 and R170 (Labour statistics)		C63 (Statistics of wages and hours of work)	R19 (Migration statistics)	
Tripartite consultation	<b>C144</b> and R152 (Tripartite consultation)				

Subject-matter	Up-to-date instruments	Instruments to be revised	Outdated instruments	Requests for information	Other instruments
<b>Industrial relations</b>					
	R91 (Collective agreements) C154 and R163 (Collective bargaining) R113 (Consultation)			C154 (Collective bargaining) R92 (Voluntary conciliation) R94 (Cooperation at the level of the undertaking) R129 (Communication) R130 (Grievances)	
<b>Conditions of work</b>					
Wages	C131 and R135 (Minimum wage fixing) C95 and R85 (Protection of wages) C173 and R180 (Employers' insolvency) C94 and R84 (Labour clauses, public contracts)			C131 (Minimum wage fixing)	C26 and R30 (Minimum wage-fixing machinery, industry and commerce) C99 and R89 (Minimum wage-fixing machinery, agriculture)
Hours of work	R116 (Reduction of hours of work)	C43 (Sheet-glass works) C49 (Glass-bottle works) C153 and R161 (Road transport)	C31 (Coal mines) C43 (Sheet-glass works) C46 (Coal mines) C49 (Glass-bottle works) C51 (Public works) C61 (Textiles) C67, R63, R64, R65, R66 (Road transport) R37 (Hotels, etc.) R38 (Theatres, etc.) R39 (Hospitals, etc.)	C1 (Industry) C30 (Commerce and offices)	C47 (Forty-hour week)
Night work	C171 and R178 (Night work)		C20 (Bakeries)		
Weekly rest	C14 (Industry) C106 and R103 (Commerce and offices)		R18 (Commerce)		
Paid leave	C140 (Paid educational leave)		C52 and R47 (Industry and commerce) C101 and R93 (Agriculture)	C140 (Paid educational leave)	C132 (Holidays with pay) R98 (Holidays with pay)
Part-time work	C175 and R182 (Part-time work)				
Home work	C177 and R184 (Home work)				

Subject-matter	Up-to-date instruments	Instruments to be revised	Outdated instruments	Requests for information	Other instruments
<b>Occupational safety and health</b>					
General	C155 and R164 (Occupational safety and health) C161 and R171 (Occupational health services) C174 and R181 (Major industrial accidents) C176 and R183 (Mines) R97 (Protection of health)		R112 (Occupational health services)	C155 (Occupational safety and health)	R31 (Prevention of industrial accidents)
Toxic substances and agents	C115 and R114 (Radiation) C139 and R147 (Occupational cancer) C162 and R172 (Asbestos) C170 and R177 (Chemicals)	C13 (White lead) C136 and R144 (Benzene) R3 (Anthrax) R4 (Lead poisoning) R6 (White phosphorus)		C115 (Radiation) C139 (Occupational cancer)	
Machinery		C119 and R118 (Guarding of machinery)	R32 (Power-driven machinery)		
Maximum weight		C127 and R128 (Maximum weight)			
Air pollution, noise and vibration	C148 and R156 (Air pollution, noise and vibration)			C148 (Air pollution, noise and vibration)	
Building industry	C167 and R175 (Construction)		C62 and R53 (Safety provisions) R55 (Accident prevention)		
Commerce and offices	C120 and R120 (Hygiene)				
Social services, housing and leisure	R102 (Welfare) R115 (Housing)		R16 (Living-in conditions, agriculture) R21 (Spare time)		
<b>Social security</b>					
Comprehensive standards	C102 (Minimum standards) C118 (Equality of treatment) C157 and R167 (Maintenance of rights) R67 (Income security)			C102 (Minimum standards) C118 (Equality of treatment) C157 and R167 (Maintenance of rights)	C19 (Equality of treatment, accident compensation) R17 (Social insurance, agriculture) R68 (Armed forces)
Medical care and sickness benefits	C130 and R134 (Medical care and sickness benefits)		C24 (Industry) C25 (Agriculture) R29 (Sickness insurance)	C130 and R134 (Medical care and sickness benefits)	R69 (Medical care)

Subject-matter	Up-to-date instruments	Instruments to be revised	Outdated instruments	Requests for information	Other instruments
Old-age, invalidity and survivors' benefits	C128 and R131 (Invalidity old-age and survivors' benefits)		C35, C36 (Old-age insurance) C37, C38 (Invalidity insurance) C39, C40 (Survivors' insurance) R43 (Invalidity, old-age and survivors' insurance) C48 (Maintenance of migrants' pension rights)	C128 and R131 (Invalidity, old-age and survivors' benefits)	
Employment injury benefit	C121 and R121 (Employment injury benefits)		C17 (Workmen's compensation accidents) R22 (Workmen's compensation, minimum scale) R23 (Workmen's compensation, jurisdiction) C18, C42 (Workmen's compensation, occupational diseases) R24 (Occupational diseases)	C121 (Employment injury benefits)	C12 (Workmen's compensation, agriculture) R25 (Equality of treatment, accident compensation)
Unemployment benefits	C168 and R176 (Employment promotion and protection against unemployment)		C44 and R44 (Unemployment)		
Maternity benefit	C183 and R191 (Maternity protection)		R12 (Agriculture)		C3, C103 and R95 (Maternity protection)
<b>Employment of women</b>					
Night work				C4, C41, C89, P89 (Night work, women) R13 (Agriculture)	
Underground work					C45 (Underground work, women)
<b>Employment of children and young persons</b>					
Minimum age			C5 and C59 (Industry) C10 (Agriculture) C33, C60 (Non-industrial employment) C123 and R124 (Underground work) R96 (Coal mines)		R41 (Non-industrial employment) R52 (Family undertakings)

Subject-matter	Up-to-date instruments	Instruments to be revised	Outdated instruments	Requests for information	Other instruments
Night work		C6, C90 (Industry) C79 and R80 (Non-industrial occupations) R14 (Agriculture)			
Medical examination	C77 (Industry) C78 (Non-industrial occupations) R79 (Young persons) C124 (Underground work) R125 (Conditions of employment of young persons, underground work)			C77 (Industry) C78 (Non-industrial occupations) R79 (Young persons) C124 (Underground work) R125 (Conditions of employment of young persons, underground work)	
<b>Older workers</b>					
					R162 (Older workers)
<b>Migrant workers</b>					
			C21 (Inspection of emigrants on board ships) C66 and R61 (Migration for employment) R62 (Cooperation between States) R2 (Reciprocity) R26 (Protection of females)		C97 and R86, C143 and R151 (Migrant workers) R100 (Underdeveloped countries)
<b>Indigenous and tribal peoples, indigenous workers in non-metropolitan territories</b>					
Indigenous workers			C50 and R46 (Recruitment) C64 and R58, C86 (Contracts of employment) C65, C104 (Penal sanctions)		
Workers in non-metropolitan territories			R70 and R74 (Social policy)	C83 (Labour standards)	
Indigenous and tribal peoples	C169 (Indigenous and tribal peoples) R104 (Indigenous and tribal populations)		C107 (Indigenous and tribal populations)		

Subject-matter	Up-to-date instruments	Instruments to be revised	Outdated instruments	Requests for information	Other instruments
<b>Seafarers</b>					
General	C108 (Identity documents) C145 and R154 (Continuity of employment) C147, P147 and R155 (Minimum standards)			C145 (Continuity of employment) R139 (Employment, technical developments)	R9 (National seamen's codes) R107 (Seafarers' engagement – foreign vessels) R108 (Social conditions and safety)
Training and entry into employment	C179 and R186 (Recruitment and placement)	C22 (Articles of agreement)	C9 (Placing) R77 (Vocational training)	R137 (Vocational training)	
Conditions for admission to employment		C16 (Medical examination of young persons) C73 (Medical examination, seafarers)	C7 (Minimum age, sea) C15 (Minimum age, trimmers and stokers)		C58 (Minimum age, sea)
Certificate of competency		C69 (Ships' cooks) C74 (Certification of able seamen)			C53 (Officers)
General conditions of employment	C146 (Annual leave with pay) R153 (Young seafarers) C166 and R174 (Repatriation) C180 (Hours of work and manning) R187 (Wages, hours of work and manning)		C23, R27 (Repatriation) C54, C72, C91 (Holidays with pay) C57 and R49 (Hours of work and manning) C76, C93, C109 and R109 (Wages, hours of work and manning)	C146 (Annual leave with pay)	
Safety, health and welfare	C163 and R173 (Welfare) C164 (Health protection and medical care)	C68 (Food and catering) C134 (Prevention of accidents)	C75 (Accommodation) R48 (Welfare in ports) R105 (Medicine chests) R106 (Medical advice) R138 (Welfare)	R78 (Bedding, mess utensils) R142 (Prevention of accidents)	C92 and C133 (Accommodation) R140, R141 (Accommodation)
Social security	C165 (Social security – seafarers)				
Labour inspection	C178 and R185 (Inspection of working and living conditions)		R28 (General principles)		

Subject-matter	Up-to-date instruments	Instruments to be revised	Outdated instruments	Requests for information	Other instruments
<b>Fishermen</b>					
		C113 (Medical examination) C114 (Articles of agreement) C125 (Competency certificates) R126 (Vocational training)	C112 (Minimum age)	C126 (Accommodation)	R7 (Hours of work)
<b>Inland navigation</b>					
				R8 (Hours of work)	
<b>Dockworkers</b>					
	C152 and R160 (Occupational safety and health)	C27 (Marking of weight)	C28 (Protection against accidents), R33 (Reciprocity) and R34 (Consultation of organizations) C32 (Protection against accidents)	C137 and R145 (Dock work)	C137 and R145 (Dock work)
<b>Plantations</b>					
	C110, P110 and R110 (Plantations)				
<b>Tenants and sharecroppers</b>					
	R132 (Tenants and sharecroppers)				
<b>Nursing personnel</b>					
	C149 and R157 (Nursing personnel)			C149 and R157 (Nursing personnel)	
<b>Hotels and restaurants</b>					
	C172 and R179 (Working conditions)				
<b>Total</b>					
	70 Conventions, 3 Protocols, 70 Recommendations	21 Conventions 12 Recommendations	55 Conventions 67 Recommendations	34 Conventions, 1 Protocol 19 Recommendations	21 Conventions 25 Recommendations



**Table 2. Chronological table – International labour Conventions**

Convention	Decision	Convention	Decision	Convention	Decision	Convention	Decision	Convention	Decision
C1	4	C43 (S)	2-3	C85	4	C127	2	C169	1
C2	5	C44	3	C86 (S)	3	C128	1-4	C170	1
C3	5	C45	5	C87	1	C129	1	C171	1
C4	4	C46 (W)	3	C88	5	C130	1-4	C172	1
C5	3	C47	5	C89	4	C131	1-4	C173	1
C6	2	C48 (S)	3	C90	2	C132	5	C174	1
C7	3	C49 (S)	2-3	C91 (S)	3	C133	5	C175	1
C8	/	C50 (S)	3	C92	5	C134	2	C176	1
C9	3	C51 (W)	3	C93	3	C135	1-4	C177	1
C10	3	C52	3	C94	1	C136	2	C178	1
C11	5	C53	5	C95	1	C137	4-5	C179	1
C12	5	C54	3	C96	5	C138	1	C180	1
C13	2	C55	/	C97	5	C139	1-4	C181	1
C14	1	C56	/	C98	1	C140	1-4	C182	1
C15 (S)	3	C57	3	C99	5	C141	1-4	C183	1
C16	2	C58	5	C100	1	C142	1	<p style="text-align: center;"><b>Caption</b></p> 1 = Up-to-date Conventions 2 = Conventions to be revised 3 = Outdated Conventions 4 = Requests for information 5 = Other Conventions / = Conventions not yet examined S = Shelved Conventions W = Withdrawn Conventions  <p style="text-align: center;"><b>Summary</b></p> 70 Up-to-date Conventions 21 Conventions to be revised 55 Outdated Conventions 34 Requests for information 21 "Other" Conventions	
C17	3	C59	3	C101	3	C143	5		
C18	3	C60 (S)	3	C102	1-4	C144	1		
C19	5	C61 (W)	3	C103	5	C145	1-4		
C20 (S)	3	C62	3	C104 (S)	3	C146	1-4		
C21 (S)	3	C63	3	C105	1	C147	1		
C22	2	C64 (S)	3	C106	1	C148	1-4		
C23	3	C65 (S)	3	C107	3	C149	1-4		
C24	3	C66 (W)	3	C108	1	C150	1		
C25	3	C67 (S)	3	C109	3	C151	1-4		
C26	5	C68	2	C110	1	C152	1		
C27	2	C69	2	C111	1	C153	2		
C28 (S)	3	C70	/	C112	3	C154	1-4		
C29	1	C71	/	C113	2	C155	1-4		
C30	4	C72	3	C114	2	C156	1		
C31 (W)	3	C73	2	C115	1-4	C157	1-4		
C32	3	C74	2	C116	/	C158	4		
C33	3	C75	3	C117	5	C159	1		
C34 (S)	3	C76	3	C118	1-4	C160	1		
C35 (S)	3	C77	1-4	C119	2	C161	1		
C36 (S)	3	C78	1-4	C120	1	C162	1		
C37 (S)	3	C79	2	C121	1-4	C163	1		
C38 (S)	3	C80	/	C122	1	C164	1		
C39 (S)	3	C81	1	C123	3	C165	1		
C40 (S)	3	C82	4	C124	1-4	C166	1		
C41	4	C83	4	C125	2	C167	1		
C42	3	C84	4	C126	4	C168	1		

**Table 3. Chronological table – International labour Recommendations**

Recommendation	Decision	Recommendation	Decision	Recommendation	Decision	Recommendation	Decision	Recommendation	Decision
R1	3	R43	3	R85	1	R127	2	R169	1
R2	3	R44	3	R86	5	R128	2	R170	1
R3	2	R45	3	R87	3	R129	4	R171	1
R4	2	R46	3	R88	3	R130	4	R172	1
R5	3	R47	3	R89	5	R131	1-4	R173	1
R6	2	R48	3	R90	1	R132	1	R174	1
R7	5	R49	3	R91	1	R133	1	R175	1
R8	4	R50	3	R92	4	R134	1-4	R176	1
R9	5	R51	3	R93	3	R135	1	R177	1
R10	/	R52	5	R94	4	R136	5	R178	1
R11	3	R53	3	R95	5	R137	4	R179	1
R12	3	R54	3	R96	3	R138	3	R180	1
R13	4	R55	3	R97	1	R139	4	R181	1
R14	2	R56	3	R98	5	R140	5	R182	1
R15	3	R57	3	R99	1	R141	5	R183	1
R16	3	R58	3	R100	5	R142	4	R184	1
R17	5	R59	3	R101	3	R143	1	R185	1
R18	3	R60	3	R102	1	R144	2	R186	1
R19	4	R61	3	R103	1	R145	4-5	R187	1
R20	5	R62	3	R104	1	R146	1	R188	1
R21	3	R63	3	R105	3	R147	1	R189	1
R22	3	R64	3	R106	3	R148	/	R190	1
R23	3	R65	3	R107	5	R149	1	R191	1
R24	3	R66	3	R108	5	R150	2	<b>Caption</b> 1 = Up-to-date Recommendations 2 = Recommendations to be revised 3 = Outdated Recommendations 4 = Requests for information 5 = Other Recommendations / = Recommendations not yet examined	
R25	5	R67	1	R109	3	R151	5		
R26	3	R68	5	R110	1	R152	1		
R27	3	R69	5	R111	1	R153	1		
R28	3	R70	3	R112	3	R154	1		
R29	3	R71	4	R113	1	R155	1		
R30	5	R72	3	R114	1	R156	1		
R31	5	R73	3	R115	1	R157	1-4		
R32	3	R74	3	R116	1	R158	1		
R33	3	R75	/	R117	3	R159	1		
R34	3	R76	/	R118	2	R160	1	<b>Summary</b> 70 Up-to-date Recommendations 12 Recommendations to be revised 67 Outdated Recommendations 19 Requests for information 25 "Other" Recommendations	
R35	1	R77	3	R119	3	R161	2		
R36	3	R78	4	R120	1	R162	5		
R37	3	R79	1-4	R121	1	R163	1		
R38	3	R80	2	R122	1	R164	1		
R39	3	R81	1	R123	3	R165	1		
R40	3	R82	1	R124	3	R166	/		
R41	5	R83	5	R125	1-4	R167	1-4		
R42	3	R84	1	R126	2	R168	1		